

Summer days



DOCKSIDE--Boaters prepare to launch into Wallowa Lake at Wallowa Lake State Park in Northeastern Oregon. The lake, formed by a glacier at the base of the scenic and rugged Wallowa Mountains, is the area often called the Switzerland of America.

Plan for child care unveiled

The ODOT Child Care Task Force hopes to test its agenda this month, when it will propose for the Transportation Commission to pay \$180,000 in start-up costs for two day-care centers in Salem.

Plans call for converting the existing Environmental Section building--located across the street from the Transportation Building--to an infant/toddler center (for ages six months to 2 1/2 years) and the former governor's home, 796 Winter St., to a preschool care center (for ages 2 1/2 to 6 years).

That plan, to be considered at the commission's July 15 meeting in Salem, includes monthly day-care fees of \$225 for preschool-aged children and \$365 for infant/toddlers, according to Virginia Carey, task force chairwoman.

Carey said the proposed fees are average for Salem providers, yet allow for a "higher quality" caregiver-to-child ratio than is currently available in the Salem market. For infant/toddlers, for instance, one caregiver would tend to two or three children, rather than Salem's average ratio of one caregiver to four children.

The proposal involves a partnership with ODOT and Chemeketa Community College, which has offered to provide student child-care providers, a center director, secretarial and administrative staff. Chemeketa also has agreed to assign one of its staff

members to apply for program grants.

If the proposal passes, ODOT will offer child care--including 30 infant/toddler and 35 preschool spaces--to department employees on a first-come, first-served basis. After an undesignated period, the unfilled spaces will be offered to other state agency employees. Adult and Family Service Division



PROPOSED CENTER--The former governor's residence, 796 Winter St., is one of two proposed day-care centers.

and Public Service Building agency representatives have expressed an interest, according to Carey.

The "most optimistic" time line for the child-care proposal implementation is Jan. 2, 1989, she said. That would allow time for building remodeling, recruiting staff, and administrative duties.

Accounting system ills nearly cured

Toward the end of 1987, the department's accounting system--STARS--produced "confusing if inaccurate" financial information, resulting in inadequate control over accounting, billing and financial reporting functions.

Since then, the ODOT Accounting Section has overhauled that system--and consequently simplified and stabilized it and the accounting process.

The new system--called the Transportation Electronic Accounting and Management System, or TEAMS--is "virtually brand new," ODOT Controller Doug Goldbach said.

To begin the correction process, the Transportation Commission in November 1987 approved a \$1.7 million contract with the national

accounting firm of Price Waterhouse. That contract involved nearly two dozen Price Waterhouse staff members and about 85 ODOT employees. The contract, for the first of two project phases, was completed by the end of June.

The commission hired Price Waterhouse through a \$1.5 million contract in May to perform work on the second project phase--to make operation of the accounting system sustainable over a long period of time and to expand the system's accessibility to end users, according to Goldbach.

The project's second phase is scheduled to be complete by June 30, 1989.

In short, TEAMS is proposed to be faster and to produce consistently accurate and complete infor-

mation.

Goldbach said progress made to date has been "mostly technical and inside the system, not anything the field can see readily." The new system "still provides all the information that STARS intended to provide."

As a result of the changes, the Accounting Section staff was reduced in size, from 98 to 58, by July 1. That cut includes the expiration of 28 temporary positions. While some employees have been reassigned to other ODOT work units, other positions have been cut through attrition, according to Goldbach.

Those cuts have been made "with no increase in the material backlog of Accounting Section work," he said.

Alsea span work starts

A ground breaking ceremony for the new Alsea Bay Bridge is scheduled for 10:30 a.m. Monday, July 25 at the south end of the existing structure.

Congressman Les AuCoin is scheduled to participate in the event. AuCoin was instrumental in securing over \$20 million in federal participation for construction of the new bridge.

The \$42.4-million project was awarded to General Construction Co., a division of Wright Schuchart, Inc. of Seattle. The estimated completion date is September 1991.

HIGHLIGHTS OF THIS ISSUE...

3 PAGE ODOT's anti-litter campaign spreads the message that "Oregon's Picking Up" statewide.

4 PAGE The Public Transit Division establishes a field office at Eastern Oregon State College.

5 PAGE Planners are helping cast the fate of U.S. 101, Oregon's Coast Highway.

8 PAGE Candid Comments asks Glenn Jackson Scholars how the scholarship program has affected them.

COMMENTARY

Need for idea exchange forever crucial

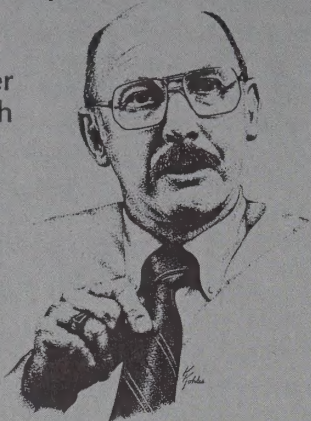
By **BOB BOTHMAN**
ODOT Director

My June visit to The Dalles concluded one year of monthly visits throughout Oregon. So you might better understand what they involve, I'll share some highlights of that trip.

This one started about 8 o'clock in the morning in Hood River at KHR-AM radio with an appearance on a one-hour radio talk show. During the show, in which listeners were urged to call the station with their questions, I talked about the department's activities and spoke with area residents on the air.

The questions were well thought-out, and I had fun with the give-and-take.

After the show I visited the Hood River News--the local weekly newspaper--where I found the editor to be an Albany high school classmate of mine. I fielded questions on local projects with the help of Dale Allen, Region 4 engineer, and Steve Macnab, region operations engineer. We also talked about our state's transportation system and why it's in such good shape, the Goldschmidt administration and what it means to operate within a



proactive state government.

We talked about the Highway Division's Roads Finance Study and the need for funding highways, and the long-range funding of our state parks, our public transit and aeronautics systems. I had the opportunity to plug the Parks Division's 2010 town hall meeting that had been scheduled for that area the following week.

All in all, it was a busy day--and a satisfying one.

I summarized the effort, on behalf of ODOT, to plan for Oregon's future--particularly with the recent turnaround in our state economy. I said there is a dire need to plan for our collective future.

During a quick coffee stop at the Hood River Motor Vehicles field office, I had a chance to visit with the manager there, Dave Curtis, and also to look over his shoulder as he used automated equipment to serve his customers.

Back on the road, we headed to The Dalles. At radio station KACI-AM/FM, the topic returned to the condition of Oregon's transportation system and what the future holds for the state. It's projected that, during the next 25 years, Oregon will grow by one million people. That growth will have a critical impact on our highways, parks, airports, transit and motor vehicles activities.

Parts of the interview were scheduled for two noon newscasts.

We made an impromptu visit to a local travel agency owner to discuss her activities in developing a commuter air service to The Dalles to support local travel and to attract tourism traffic.

Next stop: The Dalles Highway office. Chet Anderson and his maintenance, bridge and landscape crews were on hand to exchange news of the department. For me, it was a great chance to listen.

Also at The Dalles, I met with the president and management of Northwest Aluminum Co. and the Port of The Dalles to talk about how to improve access to the industrial park. As that industrial park grows, it will become increasingly necessary to have improved access over the railroad tracks between the freeway and the area.

All in all, it was a busy day--and a satisfying one.

As I returned to the Willamette Valley by way of the Columbia Gorge, I reflected a bit on my travels over the past year. I grew ever more convinced of the value of establishing and maintaining a free and open exchange of ideas with ODOT employees and with the people who do business with us.

In the months ahead, I expect to continue working on effective communications with contractors, suppliers and, of course, you--our employees.

Letters



'Complete turnaround'

Dave Moomaw,
DMV Administrator:

Today I went to the Motor Vehicles Division field office in The Dalles prepared to spend the morning getting my driver's license renewed.

Although for the past nine years we have made periodic stops there, for the first time we were treated with courtesy and respect. We didn't have to wait very long, either. All this happened without adding people. It was truly a complete turnaround from the past.

The person or people responsible for the change are to be congratulated as well as the employees at The Dalles DMV office.

Bill Butterfield
Tygh Valley

Scholar excitement

All ODOT employees:

My family is excited about our son being selected as one of the 1988 Glenn Jackson Scholars. We are immensely proud of Carl. He worked hard to maintain his grades and finish third in a class of 148.

We are also proud of the ODOT

employees who make the Glenn Jackson scholarships possible. My wife, Gynn, and I wish to thank each one of you for your generous donations to the fund. We are grateful now and will continue to be over the next four years.

Congratulations to the other 1988 Glenn Jackson Scholar, Richard Hopkins of Roseburg. You and Carl are fine young men who I'm sure will make the most of this great opportunity.

James Deaton
Highway Maintenance
Canyonville

Beyond convenience

Dave Moomaw,
DMV Administrator:

Like many people moving to a new state, I avoided going to the local DMV office as long as possible. At the last minute I braced myself for the ordeal and went to the Cottage Grove office.

I found that I had not only waited until the last minute but had misread the expiration date on my license. At what I suspect was a great personal inconvenience, Office Manager Jackie Vehrs gave me the driving test late in the after-

noon and others in the office helped out getting my vehicle registration and license in order.

Since then I have had to call the local office concerning an old camper that I have that has no title and no bill of sale. Neither of those things are required in Arizona, and [Motor Vehicle Representative] Pam Olson has been most helpful in providing the information I needed to comply with Oregon statute.

I know how difficult the duties of your field personnel must be and, as a career civil servant, I hope I display the same courtesy and professionalism toward the public as your Cottage Grove office does.

Bill Bixby
Cottage Grove City Manager

Reliable roadways

Bob Bothman,
ODOT Director:

Here's a letter of thanks that's long overdue.

My wife and I lived in Surf Pines, a residential area just north of Gearhart, for eight years, and for the last 14 years, we have resided in Charbonneau, a district of Wilsonville. During those 22 years, we have made frequent trips to and from the Portland area.

We estimate that we have driven an average of three round trips each month during this 22-year period--or 1,584 individual trips in all. Never once in all those trips were we unable to complete our journey. Although we have been

enjoined to carry tire chains on many occasions, it has never been necessary to actually put them on. We think this must be some kind of record.

Our sincere thanks go to the Highway Division's engineers and to their conscientious, hard-working crews for doing their jobs in such an outstanding manner. Thanks for maintaining this road in a safe, enjoyable and open condition in spite of the vagaries of weather, heavy travel and financial shortages.

Wilson Johnston
Wilsonville



ODOT NEWS

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Statewide anti-litter campaign kicks off



LAUNCHING--Deputy State Highway Engineer Don Adams (on left) and Transportation Commission Chairman Mike Hollern pitch litter bags in a truck bed to mark the beginning of ODOT's anti-litter campaign.

TV spots, posters inspire 'Picking Up'

Since ODOT's anti-litter campaign kicked off in June--with the slogan "Oregon's Picking Up."--that message has spread statewide.

John Elliott, special assistant to the director, told the Transportation Commission in June that the campaign's initial \$20,000 investment is expected to result in between \$36,000 and \$46,000 in anti-litter products at a minimum. That total could be much higher if television public service announcements are shown after the summer, Elliott said.

The campaign involves contributions from a number of private sector firms, including: public service announcements produced and televised by KGW-TV of Portland, posters designed and printed by U.S. Bank, the printing of anti-litter messages on Fred Meyer grocery bags, and the distribution of litter bags by Southland Corp. (Seven-11).

ODOT runners compete to keep national 10K title

Al Tocchini, a parks forester with the Parks Division, Salem, won the 1988 National Transportation Week 10-kilometer run at Minto-Brown Island Park in Salem.

The event attracted 51 runners.

Tocchini's time of 36 minutes, 40 seconds--along with the other top five times entered for the competition--will be compared with those submitted by other state DOTs as soon as those results become available.

Oregon has won the 10K Open race four times in the past nine years.

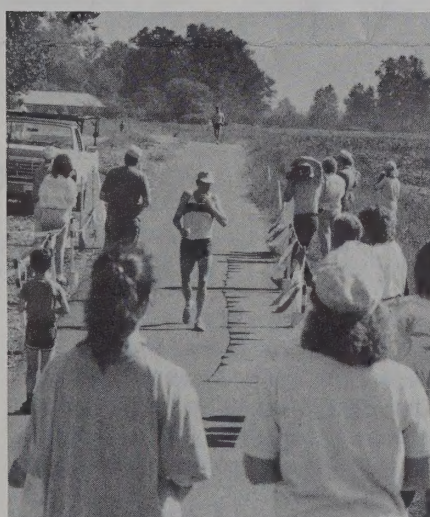
The combined top five times this year were 189:45. That compares with 186:44 in 1987, when ODOT regained the national 10K Open title.

ODOT's other five top times submitted are: Joel Bake, South Beach State Park, 37:22; Lanny Gower, Motor Vehicles, Salem, 37:48; Tom Charbonneau, Highway, Portland, 38:30; and Karl Krueger, Motor Vehicles, Salem, 39:25.

Susie Braun of the Motor Vehicles Division, Portland, won the 10K Women's race--for the second straight year--in 45:17. Celia Green, a guest of ODOT employee Robert Green, was second with 47:35, and Debbie Holt, a guest of employee Craig Holt, was third with 48:25. Jennifer Mendez of DMV and Marilyn Teleck finished fourth and fifth, respectively, in 51:16 and 52:45.

Scott Nodes of the Highway Division won the two-mile run, held in conjunction with the 10K, in 11:21. Dave Brenneman of DMV took the two-mile race walk--as the only entrant in that new event--in 20:32.

A field of 55 competed in the two-mile events.



FINISH--Vern Hahn, Internal Audit manager, nears the finish line in the 10-kilometer run.

Walkers log 75 miles for 75th

A total of 131 ODOT employees, retirees and their families participated in the Highway 75th/Jackson Scholars 75-mile walk.

The informal event required walkers to log 75 miles in 51 days, between April 1 and the end of National Transportation Week (May 21). That translates into an average daily walk of slightly less than 1.5 miles.

Mary Goldberg of the Highway Division's Final Design Section, Salem, walked 234 miles--more than any other ODOT employee--or an average of 4.5 miles each day.

Gilbert Jones, who is retired from Final Design, walked a total of 388 miles--more than any other ODOT retiree--or an average of 7.6 miles each day.

NEWS BRIEFS

Parks Division picnic to be held at Silver Falls

The Parks Division is raising funds to help pay for children's activities and main food items for its annual staff/retiree picnic by selling t-shirts and sweat shirts.

The main picnic is set to begin at 3 p.m. Saturday, Sept. 17, and continue through Sept. 18 at Silver Falls State Park. Contact Parks headquarters, at 378-6305, for more information.



DMV dedicates new graphic license plates

The Motor Vehicles Division held a brief dedication ceremony at the Transportation Building in late June to kick off the introduction of Oregon's new graphic license plates.

Plans called for the first plate produced, PDN 001, to be placed on permanent display in the lobby of DMV's headquarters office. Field offices were scheduled to begin selling the new plates July 1.

Deschutes River boaters warned of fire hazard



The Parks Division is cautioning boaters who use the Deschutes River to be careful with fire because of the area's dry vegetation and strong winds.

Fires may be built only in metal fire pans, according to Parks Division Assistant Administrator John Lilly.

Classification system video distributed

The ODOT Personnel Section has available a video that explains progress on the Classification System.

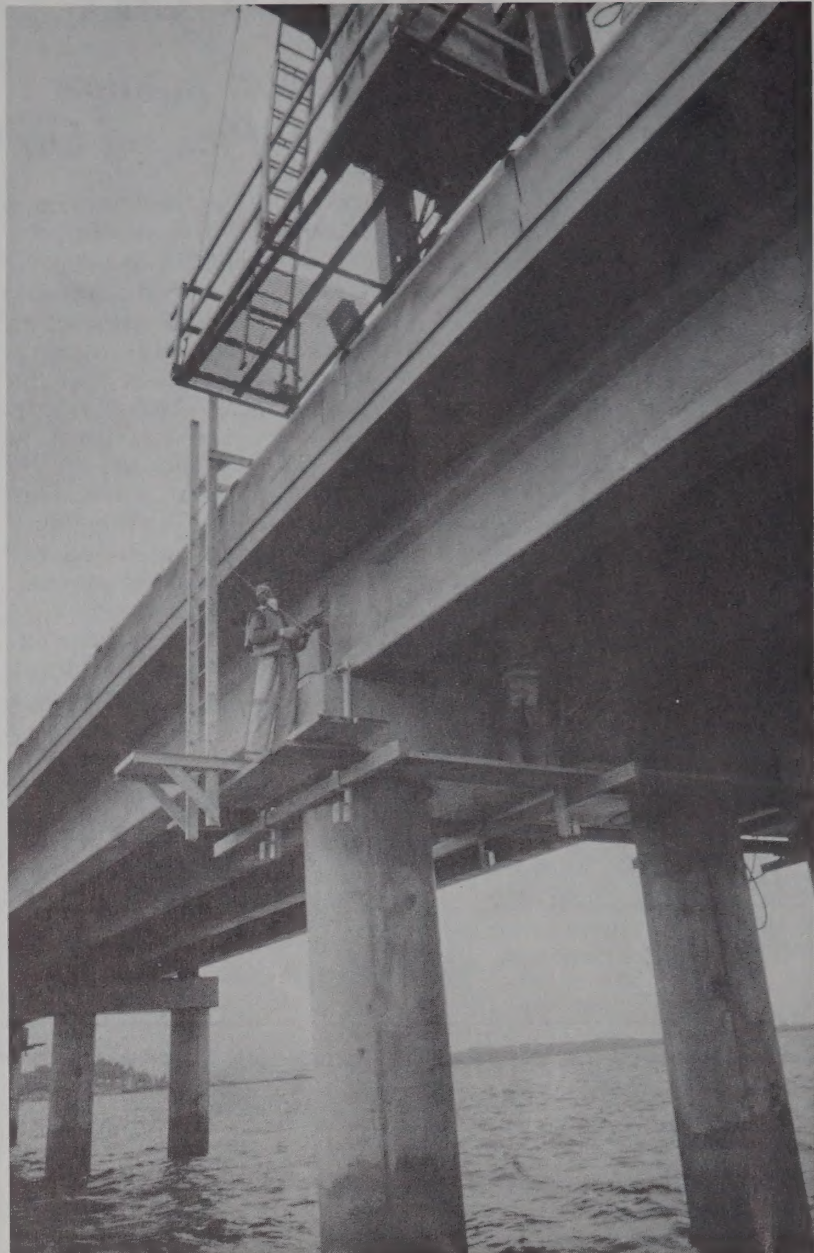
Copies are being distributed to Highway Division region offices, Parks Division district offices and all Motor Vehicles Division field offices. Copies may also be checked out by Salem-based employees by contacting the Personnel Section at 378-6281.

Railroad crossing accidents drop 85 percent

Accidents at Oregon's public railroad crossings have dropped 85 percent during the past 15 years, according to Roger Trygstad, railroad and utility engineer for the Highway Division.

Oregon's railroad crossing protection programs have helped reduce accidents at grade crossings from 216 in 1973 to 33 in 1987, according to Trygstad.

On the waterfront



BRIDGE WORK--Maintenance workers sandblast cable on the Columbia River Bridge, Astoria. F.E. Ward, a Vancouver, Wash., contractor, is working to repair the bridge's corroded prestressed beams. The \$1.2-million project is expected to be complete by Dec. 31, according to Project Manager Tom Falls.

Public Transit establishes new field office in La Grande

The Public Transit Division has established an office in La Grande, the first ever regional Transit office for Oregon.

Joni Reid, Transit's field representative for Eastern Oregon, had spent days on the road keeping in contact with the transit providers she serves. Now that she's stationed at Eastern Oregon State College in La Grande, she has greater access to those grantees.

"Since people have gotten the word that I'm here, requests for assistance have been coming out of the woodwork," she said. The regional office serves residents of Baker, Grant, Gilliam, Harney, Hood River, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wasco and Wheeler counties.

Denny Moore, administrator of Public Transit, said, "Users of public transportation have increased dramatically throughout the state because of the growing number of elderly people.

"East of the mountains poses a particular problem since many communities are so remote. The rising number of elderly and handicapped people who need transportation service to other towns and cities has required improvement

and expansion of existing service," Moore said.



Joni Reid

bus service between Prairie City and Bend.

Reid returns to Salem about twice monthly to attend Transit staff meetings and participate in other agency-related programs such as the Rural Transit Assistance Program (RTAP).

The Transit Division also is exploring the possibility of establishing an auxiliary office at Portland State University in Portland in the near future.

"Because of the numerous projects happening in the Portland area right now--the Westside light-rail and such--the division needs to have a work place located in the area, rather than working out of the Salem office," Moore said.

To meet that demand, new programs recently have been created with federal, state and local funds. For example, a Section 18 grant provided start-up capital for a new intercity

Three top-level Highway engineers are appointed

Three key Highway Division engineering positions were filled in June because of retirements.

Ken Husby of Salem has been named state construction engineer.

He replaces Chuck Fredrickson, who retired at the end of May after 36 years with Highway.

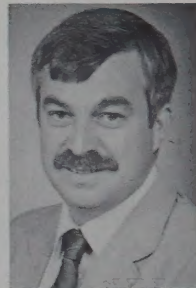
Husby, a Highway Division engineer since 1971, has held numerous positions including design engineer, management analyst and region construction engineer.

Tom Lulay has been named state bridge engineer. He replaces Walt Hart, who retired at the end of May after 37 years with Highway.

Lulay, a Sublimity resident, has been a Highway Division engineer since 1971. He has worked for the division as a structural inspector, bridge design and structural mater-



Ken Husby



Tom Lulay



D. Hofstetter

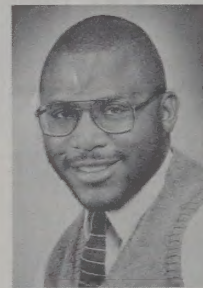
ials engineer, soil materials engineer and structure maintenance engineer.

Dwayne Hofstetter, also of Salem, was named state traffic engineer. He replaces Bud George, who retired at the end of June.

Hofstetter has been with the Division since 1962. He has held several positions with the Highway Division including surveying, investigations and research engineer, traffic control engineer and region maintenance engineer.

All three have engineering degrees from Oregon State University and are registered civil engineers.

Vernell West of Construction awarded Toll Fellowship honor



Vernell West

Vernell West, a program coordinator with the Highway Division's Construction Section, has been selected for the Council of State Governments' 1988

Toll Fellowship Program.

The Toll Fellowship Program is a week-long seminar on policy issues and leadership development named in honor of Henry Toll, the Colorado state senator who

founded the Council of State Governments in 1933. This year's Toll Fellowship Program is scheduled for late August in Lexington, Ky.

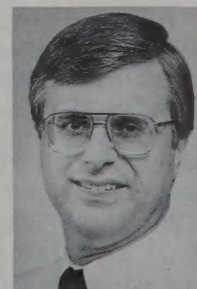
West is as one of 32 emerging state leaders nationwide selected for the program.

Policy and Planning gets new manager

Roland Casad has been named manager of the Policy and Planning Section.

Casad comes to ODOT from the Executive Department, where he worked as an analyst in the Budget and Management Division. In that position, he handled budgets and related issues for several state agencies, including the Department of Transportation, as well as major policy issues for such programs as Basic School Support, Merit Scholars and Special Education.

Casad, a Salem resident, earned a degree on business administration from the University of Washington and a law degree from Willamette University.



Roland Casad

HISTORY

JULY 1983

- Silver Falls State Park was planning to celebrate its Golden Anniversary with an old-fashioned community celebration, scheduled 50 years after its July 23, 1933, original dedication.

- A front-page story told of a 40-foot, self-contained painting truck--reportedly the first of its kind in Oregon--that was to be put into use on the Astoria Bridge.

- ODOT runners were ranked first in the nation in the National Transportation Week 10-kilometer running challenge.

JULY 1978

- Gov. Bob Straub indicated he planned to support an ODOT request for \$15 million in general funds in the 1979-81 budget, which was roughly the same amount in the 1976-78 budget.

- The Motor Vehicles Division launched a mandatory motor vehicle liability insurance law.

- Oregon voters soundly rejected a proposal to increase the state gas tax by two cents per gallon at the May primary election.

Summer projects make for mutual wins



HELPING HAND--The Oregon Army National Guard builds playground equipment at Fort Stevens State Park as Park Manager Craig Tutor (on left in foreground of above photo) discusses progress on the project with Sgt. Harlan Naegeli. Crews erect a jungle gym (photo at left). Guardsmen also constructed bicycle racks and boat docks at Fort Stevens in June as part of an arrangement between the National Guard and the Parks Division. Members of the Guard got experience in a variety of construction, engineering and support services fields, while Parks had major construction projects completed that wouldn't have been budgeted for many years.

Fort Stevens State Park got a helping hand from members of the Oregon Army National Guard in June--and, in turn, the Guardsmen got needed training.

The construction of playground equipment, bicycle racks and boat docks at Fort Stevens is part of a win-win arrangement between the National Guard and the state Parks Division.

While Parks gets major construction projects completed that wouldn't have been budgeted for many years, the Guard members got experience in a variety of construction, engineering and support services fields.

Joe Paiva, assistant administrator for Parks, said the Guard provided material and labor valued in excess of \$200,000 at more than a dozen parks.

About 400 members of the 1249th Engineering Battalion from units based in Salem, Astoria, Tillamook, Coos Bay, Dallas and Albany were involved, Paiva said.

In addition to Fort Stevens, other projects completed by the Guard in June include the construction of playground equipment and benches at Beverly Beach and the construction of playground equipment and work on a 24-corral horse camp at Nehalem Bay.

Oregon Coast Highway's fate explored in study; search for funding to follow

The Highway Division planning staff is deep in the process of developing a strategy for the future of U.S. 101, the Oregon Coast Highway.

The plan will determine what the 350-mile Coast Highway will look like in another 30 years.

The effort is part of the U.S. 101 Corridor Study, the aim of which is to develop a plan for a "world-class" scenic highway that balances visitors' and residents' needs and values.

Don Byard, plan development manager for the project, said that, because those needs and values vary throughout the U.S. 101 area, improvements will vary.

"We need to decide where we want to have high levels of service--or high speeds--and where we would tolerate lower speeds and more congestion, and where we should preserve the scenic values that we have," he said.

Byard conducted a series of public meetings last January to gather comments from coastal residents on four possible strategies for developing the Coast Highway. Planners and citizens discussed four development strategies: Status Quo, Dispersion, Urban/Economic and Tourism.

The Urban/Economic and Tourism development strategies were the overwhelming favorites among

coastal residents. Highway improvements recommended during the meetings include: improved signing, scenic area designation, protection, and improvements, improving feeder routes to the coast, traffic control issues and coordination with regional economic development strategies.

Suggestions will be incorporated into the final corridor study. Funding levels and initial cost estimates for improvements will be included in those studies, according to Tim Thex, planning analysis engineer.

The final strategy study is due to be presented to the Transportation Commission this fall.

Since the study began last year, it has grown substantially in scope. The fall report will only identify proposed improvement and scenic zones. Lane requirements and

modernization improvement proposals will not be completed until early next year in a report called the Phase I Corridor Study.

"It will help set a framework for long-range highway improvements along U.S. 101," Thex said.

Once a long-range development strategy is settled on, it will be crucial to find ways to fund the "world-class" scenic highway concept, according to Bob Royer, head of Highway's planning section.

The division will have to decide whether it will be best to compete for federal funding on a project-by-project basis or to seek development of a federally funded "Pacific Ocean Parkway" from Canada to Mexico similar to the previously successful "Great River Road" program for improvements along the Mississippi River.



TRAFFIC--Tourist traffic congests U.S. 101 during the summer months. The Highway Division's planning staff is developing a strategy for future improvements to Oregon's Coast Highway.

Report: Hiker/biker camps should go statewide

Suggests better signing, camping facilities

Hiker/biker camps in Oregon State Parks are popular and should be expanded statewide, according to a report from the Parks Division.

The report was compiled by Sue Chase, a park naturalist, while on a developmental assignment with

Pete Bond, beach and trails coordinator.

Chase visited all campgrounds statewide that offer the special camping area for hikers and bicyclists. The camps are separated from regular campground areas. Users pay \$2 each per night.

The report suggests establishing other hiker/biker camps in more state park campgrounds as well as

on public lands and in private campgrounds.

Donation boxes should be installed at each camp to seek funds to improve the camps, the report concluded. Other recommendations include: better signing; installation of tables and fire rings in all camps; a survey of people using these areas; and a brochure about hiker/biker camps.

Way back when. . .



WAR YEARS--During World War II, the Highway Department experienced a labor shortage and women assumed jobs that had been traditionally held by men. This 1940s photo shows a sign crew.

Sollis, acclaimed 'true mentor,' retires as ODOT legal counsel

Jack Sollis, ODOT's chief legal counsel, retired at the end of May following 27 years with the department.

His experience with, first, the State Highway Commission and then the Oregon Transportation Commission following the creation of ODOT in 1969, brought him through the interstate era and an age when the state's environment was a forefront concern of Oregonians.

His boss, Oregon Attorney General Dave Frohnmayer, praised Sollis as "a person of high integrity and a true mentor to the other attorneys at the Department of Justice."

Sollis received his University of Oregon law degree in 1952. After one year in private practice, he was drafted and served three years in the Army Counter-Intelligence Corps. He served another two years as a special agent.

He got his wish to work with people, not just doing research, when he was hired in 1960 to fill the Attorney General's Highway Department slot. With the interstate program going full speed, he encountered people who were being "bought out" for their land--and those who were hired to build roads through it.

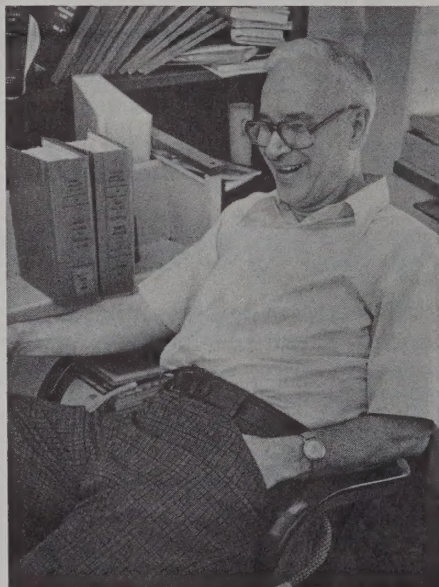
That involved settling land condemnation cases and defending the department against claims by contractors.

"We were getting 300 complaints filed a year" along with dozens of condemnation cases, he recalls.

Since then, his office staff size has been reduced and the pace has slowed somewhat. But his philoso-

phy has remained the same: "Solving problems before they become serious problems is my major thrust," Sollis says. "It's worked. We settle more cases than we try in court."

Bob Muir will assume Sollis' previous responsibilities as contact attorney for ODOT and the Transportation Commission, and Cindy Carter, an assistant attorney general, will become attorney for the Highway Division.



COUNSELOR--Jack Sollis, ODOT chief counsel since 1960, recounts his Highway Division experiences, which date back to the birth of the interstate system.

Retirements

Alan Anderson, highway maintenance foreman 2, Eugene, retired in June after 17 years of service.

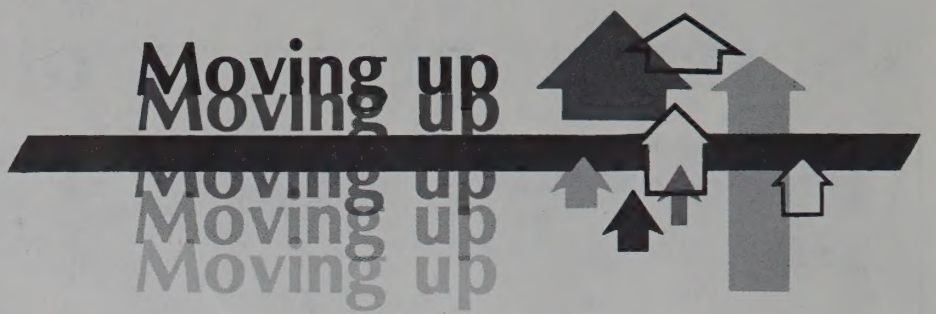
Mary Boyer, accounting clerk 2, Finance Section, Motor Vehicles Division, Salem, retired in June after 20-plus years of service.

Juanita Bryan, management assistant B, Salem, retired in June after 29 years of service.

David Doughton, highway maintenance worker 3, Salem, retired in May after 37 years of service.

Marvis McDow, communications specialist, Salem, retired in June after 19 years of service.

George Snodgrass, highway maintenance worker 3, Reedsport,



Motor Vehicles Division

Lynnea Alburn, data entry operator to clerical specialist, Salem. **Robin Bower**, management assistant A to management assistant C, Salem.

Lila Forrest, clerical specialist, Salem, to motor vehicle representative 1, Hillsboro.

Brian Fukuda, data entry operator to clerical specialist, Salem.

Linda Jedel, clerical assistant to word processing specialist, Salem.

Patsy Pentecost, data entry operator to clerical specialist, Salem.

Celia Vincent, clerical assistant to clerical specialist, Salem.

Lucinda Watson, data entry operator to clerical specialist, Salem.



Patsy Pentecost
Clerical Specialist
Motor Vehicles Division
Salem

Highway Division

Timothy Bednar, highway maintenance worker (HMW) 2 to highway maintenance foreman (HMF) 1, Moro.

Daniel Bissell, highway engineer (HE) 1 to HE 2, Salem.

Edward Cantrell, HE 1 to HE 2, Salem.

Bruce Charter, HMW 2 to HMW 3, Milwaukie.

Kathlyn Clark, right of way agent to senior right of way agent, Salem.

Susanne Dagnese, engineering aide (EA) to geologist 2, Portland.

Barbara Gibson, right of way agent to senior right of way agent, Milwaukie.

Robert Kaspari, HE 3 to HE 4, Salem.

Charles Lamb, highway maintenance supervisor (HMS) B to HMS D, Parkdale.

James K. McNamee, HMW 2 to HMW 3, Portland.

Edward Myers, engineering technician (ET) 1 to ET 2, Salem.

Robin Ness, clerical specialist to administrative assistant, Salem.

Brian Newby, HMW 3 to HMF 1, Baldock.

Michael Pearson, lead electrician to electrician supervisor A, Milwaukie.

Hang Reede, ET 2 to ET 3, Salem.

David Ringeisen, planner 2 to program executive C, Salem.

Lisa Scherf, HE 1 to HE 2, Salem.

Terry Sladky, HMF 1 to HMS C, Troutdale.

Joy Stockebrand, HMW 2 to HMW 3, Prospect.

Galen Sweigart, MW 2 to HMW 3, Milwaukie.

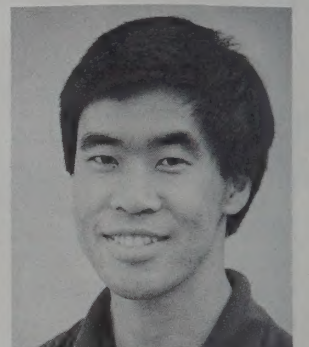
Vernell West, program coordinator 1 to program coordinator 2, Salem.

Samuel Wilkins, HMF 1 to HMS B, Condon.

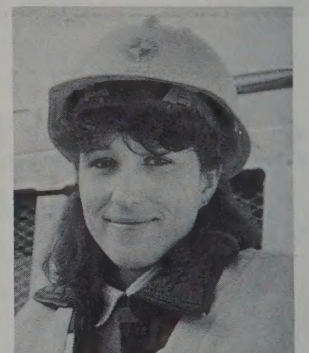
Tom Woodward, HMW 3 to HMF 1, Milwaukie.

Roger Wroblewski, HMW 3 to ET 1, Salem.

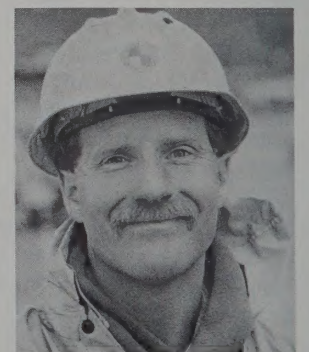
Kenneth Zander, Jr., HMW 2 to HMW 3, Jun-tura.



Brian Fukuda
Clerical Specialist
Motor Vehicles Division
Salem



Joy Stockebrand
Highway Maintenance
Worker 3
Prospect



Michael Pearson
Electrical Supervisor A
Highway Division
Milwaukie

Remembering

Robert Lockart, accountant 1, Finance Section, Motor Vehicles Division, Salem, died June 4. Lockart, who was 63, retired in January after serving DMV for 11 years.

O.D. "John" Purdom, highway maintenance supervisor C, District 3, Santiam Pass, died June 1. Purdom, who was 59, retired in March after serving the Highway Division for 32 years.

Highway Retirees to meet in August

The Highway Retirees luncheon group will meet Tuesday, Aug. 2, beginning at 11:30 a.m. at Myrl's Chuckwagon restaurant, 2265 Lancaster Dr. NE, near the Bi-Mart store in Salem.

The group invites all retired

Highway Division employees to attend. The group's final meeting of the year is scheduled Tuesday, Nov. 1.

For more information on the Highway Retirees, contact Vic Fryer at 362-5207.

On the job with Larry Miller

By Monte Turner
Parks Information Officer

Larry Miller's recent promotion to manager of Wallowa Lake State Park has brought him full circle in the Parks Division.

After high school graduation, he spent a summer as an aide at the park that's squeezed between the oval lake and rocky Wallowa Mountain peaks.

But that summer job wasn't really his first exposure to the Parks Division. His father, Merle, worked 21 years for the division in Eastern Oregon before retiring in February.

After a couple of years in college at La Grande and four years in the Air Force, Larry returned to Parks, this time in the Portland area.

Then a friend persuaded him to join in a home construction business partnership.

The work was satisfying, but the recession eventually strangled the firm.

In April 1983, he was hired as a seasonal ranger at Champoege State Park. He set his sights on becoming a manager within five years.

Three months later, he was promoted to full-time ranger in charge of the MacLaren School's boys crew working out of Champoege.

This was another career choice Larry accepted fully informed. His father had run a boys crew at Hilgard State Park for several years, and his mother cooked for the crew.

The demands of the job kept Larry well occupied for nearly three years. Imagine, he says, spending each day with eight or 10 young men who've been sentenced for crimes ranging from burglary to murder. Supervising a boys crew can be a staggering challenge that demands keeping them under control and ensuring they produce a full day's work.

In addition to seeking classwork, he pursued extra assignments at work to help him advance--running the park on weekends, organizing projects and learning the budget process. He credits Champoege Park Manager Max Ruff for giving him those opportunities that, just two years ago, led to park manager status.

He was both surprised and

shocked at getting the job. "Being a manager was more difficult than I thought it would be," he recalls. He likens it to a career change rather than a promotion.

"It was more time-consuming than I expected. Many days, particularly in the summer, I put in 10 or 11 hours," he says.

"There is pressure to make decisions daily," he adds. "Just planning the day's work for the crew requires thinking through all the jobs, figuring out the most cost-effective methods. Then you think about the best way to do the job,

matching crew members' strengths or assigning crew members with weaknesses to certain jobs so they can improve their skills," he says.

He was gratified to be promoted to manager at Wallowa Lake this spring.

He hangs around the shop at shift changes to hear about problems and let crew members know what they'll be doing the next day. "That gives them time to think about the job and maybe come up with a better way to do it," he says.

"I make the major decisions and want to feel that I'm in charge, but I

like to get ideas and suggestions from others before I go ahead," he says.

He pauses to readjust his Parks cap, an almost permanent fixture that trains his sandy-red hair into a wave.

Now that he has reached his earlier goal to enter Parks management, he's set new career targets.

"I'd like to manage one of the major parks in the state," he says, "and an idealistic goal is for me to become a region supervisor."

But the timing of his advancement will be determined partially by some family goals. "It's important for me and the family to be stable," he says. He hopes to allow each of their children (three daughters, ages 5 to 15, and a 9-year-old son) to spend at least their last two years of high school in the same place.

I make the major decisions and want to feel that I'm in charge, but I like to get ideas and suggestions from others before I go ahead.

His family is the focus of most of his leisure time. "We're living where most others only visit," he says. "We hope to backpack into nearby lakes."

During the past two years, he served as assistant wrestling coach at the high school. He enjoys deer and elk hunting, and recently purchased an 18-speed mountain bike.

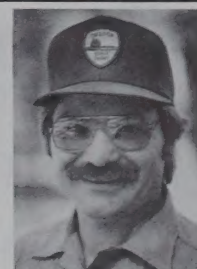
He expects his off-work activities to help reduce his job stress. However, even some of his free time blends into work-related projects.

"I'll work around the house a lot. With the manager's residence near the park entrance, it's important to keep it up to make a good impression on visitors," he says.

He has another source of stress reduction: his sense of humor.

"I highly value a sense of humor. I look for the humor in things," he says, pointing to a set of California Raisins figures on his desk.

"When I take things too seriously, I look at them. They bring me back to reality."



Showing how



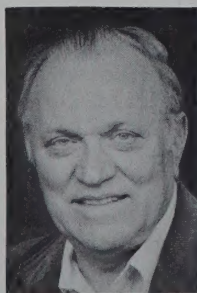
OFF HOURS--In his new job as manager of Wallowa Lake State Park, Larry Miller literally lives at work. After putting in a 10-hour day, he spends his off hours tending to the manager's home, located near the park entrance, "to make a good impression on visitors," he says. His son, Joe, checks Larry's tree-trimming technique, above.

RETIREES REPORT

Leonard Hatteberg, Silverton, Truck Shop Superintendent, Equipment and Services Unit, Highway Division, retired in 1984.

Since Leonard retired, he and his wife, Ardie, have traveled to Florida and visited Disney World, Epcot Center, Sea World, and the Kennedy Space Center. At the space center, they witnessed a rocket misfire after it was launched, and it had to be blown up.

Last fall they drove to Southern California where they visited



Yosemite, Death Valley and the surrounding area. The Hattebergs spend winters in Oregon so Leonard can pursue a few of his hobbies--model railroading, ham radio and photography.

They travel in their pickup and camper frequently, Leonard reports.

The Hattebergs are members of the Immanuel Lutheran Church in Silverton, and Leonard regularly attends the Highway Retirees luncheons. He also makes a habit of visiting the Highway Truck Shop in Salem a few times each year.

Leonard says he reads every issue of VIA from cover to cover and noted he recognizes fewer people on the Candid Comments page these days.

Gilbert Jones, Salem, Highway Engineer 4, Final Design, Road Design Section, retired in 1973.

Gib walks six to 12 miles daily and reports his longest walk in one day was 25 miles. He began walking after he learned he had diabetes; since then he has found walking allows him not to take insulin shots.

He began his Highway career in 1929 as a member of a survey crew and helped build the Sunset Highway from Portland to the Coast Range summit. Gib related many Highway stories and spoke of old timers such as Dot Martin, Jack Phelps, Web Ross and Ernie Umphlett.

He and his wife, Bev, have done some traveling since retirement. While his son was in the Army serv-

ing as a Provost Marshall (Chief of Police) in charge of Check Point Charlie in Berlin, they spent several weeks there.

Gib belongs to the Chemeketans hiking club and is active in the Salem Senior Center. At the center's next hobby show, he plans to display his collection of nuts, bolts and nails, which he picks up during his daily walks. Gib also teaches a jewelry-making session each week at the center and practices his painting and metal work hobbies.

The highlight of this past year for Gib was turning 80 years old. He celebrated with a large birthday party and a walk from Keizer to the Bush Barn. Gib would like to hear from some of his ODOT friends he has lost touch with over the years.

CANDID COMMENTS

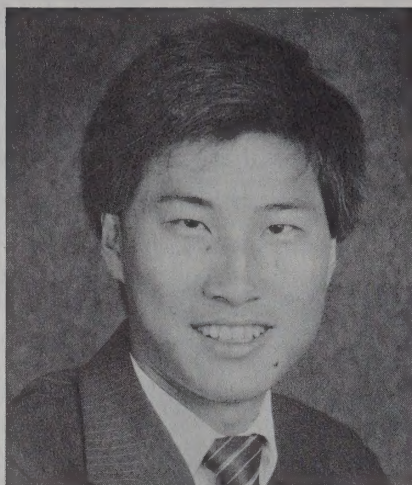
In what ways has the Glenn Jackson Scholars program affected your development?

Ruth Schmidt
1985 Scholar
ODOT Public Affairs
Salem



Ruth Schmidt

The encouragement and support I've received from ODOT employees has been an added source of incentive for me. The scholarship itself makes it possible for scholars, like myself, to pursue our educations without a constant struggle to secure finances. During the summers, while working for the department, I have met a lot of great people and gained valuable work experience, too.

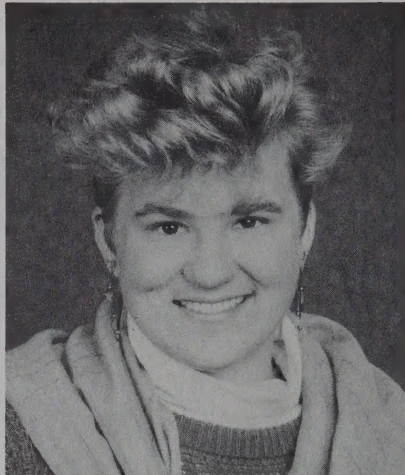


Chris Hyun
1986 Scholar
DMV Drive Test Center
Portland

Chris Hyun

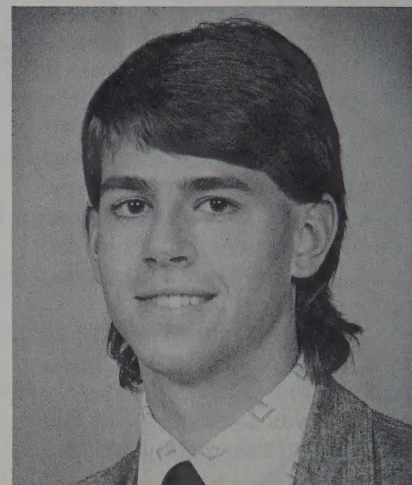
Every day while working at the Motor Vehicles Division I come face-to-face with the public. Occasionally we get a person who complains and, when we do, we just talk it out and eventually the person calms down. That exposure has been of benefit to me. The Glenn Jackson Scholars program has relieved some of the financial pressure of attending college, and it has been a big motivation to know the people at ODOT are backing me.

Jennifer Inman
1986 Scholar
Project Manager Larry Lindley
Eugene



Jennifer Inman

The award is vital to one of the most important times in my life. Although I've chosen to study political science, my summers in the engineering field office put things into perspective. Overall, the Glenn Jackson "family" supports and guides me through these exciting four years.



Richard Hopkins
1988 Scholar
Project Manager Roger Patitz
Roseburg

Richard Hopkins

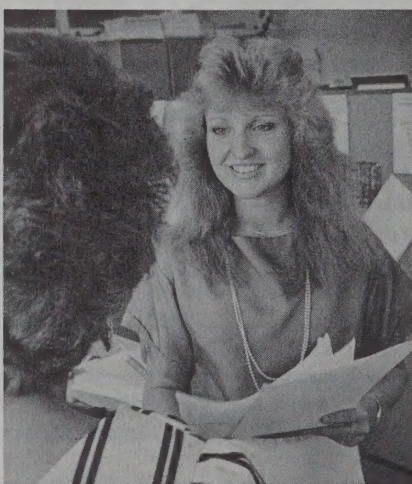
Having just received the scholarship, I haven't had much experience yet. The most immediate effect has of course been my job with the Highway Division which is teaching me everything from the ground up. Of course, the scholarship takes a large part of the college financial burden off my shoulders.

Charles Hurst
1987 Scholar
Project Manager Louis Spiso
Milwaukie



Charles Hurst

The summer employment offered through the scholarship has been a tremendous help in paying college expenses. In addition, the amount of paperwork and painstaking detail involved in the job has given me a more realistic perspective of what an engineer does on a daily basis.

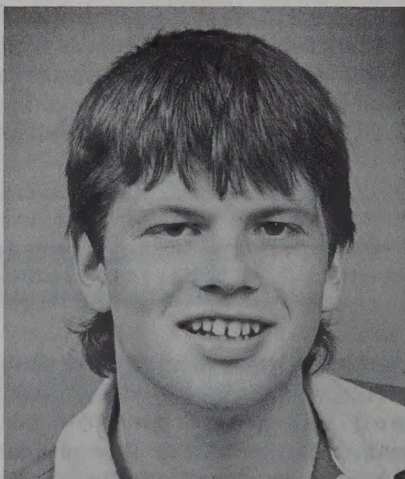


Kristi Helman
1985 Scholar
Project Manager Ron Reisdorf
La Grande

Kristi Helman

The Glenn Jackson Scholars program has allowed me many opportunities that I wouldn't have considered before. It has given me incentive to work harder at achieving my goals, and knowing that I'm representing the department makes me want to put forth my best effort.

Carl Deaton
1988 Scholar
Project Manager Rob Paul
Eugene



Carl Deaton

The Glenn Jackson Scholarship guarantees me four years of summer employment with a host of wonderful people. I'm given the chance to pick up practical experience instead of pumping gas, for instance. This gives me confidence and allows me to think more for myself. It's comforting to know I have so many people wishing me success.



Michelle Barnett
1987 Scholar
Project Manager Tom Carman
La Grande

Michelle Barnett

The Glenn Jackson Scholars program has shown me that there can be great rewards for hard work. This helps encourage me to do the best I can in school, work and all of my endeavors.